



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

Tuesday, January 2, 2001

**MEMORANDUM FOR: Heads Of Executive Departments And Agencies**

Subject: Features of the Career Intern Program

**Questions and Answers | Career Intern Home**

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- Appointed in the excepted service;
  - Subject to OPM qualifications;
  - There is no nominating process for the Career Intern Program - applicants apply directly to Federal agencies;
  - There is no public notice requirement for Career Intern appointments;
  - Appointments are not subject to Interagency Career Transition Assistance Program requirements;
  - Agencies have several options in terms of how they apply veterans' preference when making Career Intern appointments;
  - Initial appointments can be made at any grade level for which the agency has a formal training program in place; the intent of the program is an initial appointment at the GS 5, 7, 9 level;
  - May be appointed year round;
  - No limitation on promotion potential;
  - Has a return right provision for career/career conditional employees within an agency or agency component;
  - OPM does not serve as a clearinghouse of available training opportunities;
  - Requires a 2 year formal training and development program;
  - Does not require participants to go on rotational assignments;
  - Administered by the agencies, not OPM
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**Executive Order**